



POSITION:	Kija Ranger Coordinator
LOCATION:	Warmun (Turkey Creek) Community
CLASSIFICATION:	KLC Level 5 or 6 dependant on skills and experience
REPORTS TO:	LSMU Program Manager
SUPERVISES:	Kija Rangers

ABOUT THE KIMBERLEY LAND COUNCIL

Covering the Kimberley region of northern Western Australia, the Kimberley Land Council (KLC) commenced in 1978 and was formed by Kimberley Aboriginal people as a political land rights organisation. It has become the peak Indigenous body in the Kimberley, working with Aboriginal people to secure native title recognition, conduct conservation and land management activities and develop cultural business enterprises. www.klc.org.au

OUR VISION

The Kimberley Land Council is a community organisation working for and with Kimberley Aboriginal people to get back country, look after country and to get control of the future.

OUR VALUES

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| <ul style="list-style-type: none"> • Respect for our law and culture • Respect for our elders and stakeholders • Fair and transparent decision making • Effective and open communication | <ul style="list-style-type: none"> • Working in partnership • Trust and loyalty • Justice and equality for Indigenous people • Cultural diversity |
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POSITION SUMMARY

The Kija Ranger Coordinator coordinates the operational delivery of the Kija ranger program. This involves providing strong leadership to a small team of Indigenous rangers to deliver on their annual works plan, as set by Kija traditional owners. The works plan is made up of a diverse range of cultural and natural resource management activities, including fire management, threatened and pest species management, preservation of rock art sites, on country trips with senior traditional owners, engagement with the local school and much more. The role also involves staff management and program management.

We are looking for a dynamic and resilient individual with proven skills and capacity in Indigenous engagement, land and sea cultural and natural resource management, project management and administration. You will be a natural leader who can build bridges of common understanding within a diverse team and a wide range of external stakeholders. You should be able to work independently whilst assuring proper consultation is maintained with the Kija people.

We offer you the opportunity to work in one of Australia's most stunning landscapes where you will work alongside the Kija rangers on trips to amazing natural and cultural sites, work with threatened species and work alongside Kija Traditional Owners who hold an incredible knowledge of Country.

LOCATION and DELIVERY

The position is based in Warmun (Turkey Creek) in the East Kimberley Region of Western Australia. Kija people have a strong connection to their ancestral land and culture, and today live across a number of communities in the region.

Kija country comprises stunning tablelands, gorges and ravines and the famous World Heritage area of the Bungle Bungles (Purnululu). The area is rich in biodiversity and conservation values and is home to several threatened species including the Gouldian finches, Northern Quoll, Black-footed Rock wallaby and Scaly-tailed Possum. Kija Traditional Owners have recently had Native Title determined and are entering a new phase with the development of Aboriginal Corporations to manage and implement their Native Title rights. The Kija Ranger Coordinator will take a lead role in growing the capacity of the Kija rangers and enhancing the traditional owner governance of the program.

KEY RESPONSIBILITIES

Duties:

1. Supervise and coordinate the day to day activities of the Kija Rangers to ensure delivery of the annual work plan.
2. Work closely with the Kija Rangers, the Kija Healthy Country Advisory Committee, and LSMU staff to develop, monitor, and report on Ranger activities.
3. Ensure effective day to day administrative management of the Ranger program, including timesheets, purchasing, casual ranger and Traditional Owner payments, and management of the Kija Rangers;
4. Plan, supervise and participate in field activities to remote locations associated with completing the work plan and fee for service opportunities - including extended periods in the field;
5. Work with and mentor the Rangers to develop their personal and project skills, leadership abilities and work ethic, including productive collaboration with the LSMU support team.
6. Support on the job training and liaise with the Ranger Training Coordinator and training organisations to enable appropriate professional learning outcomes for rangers;
7. Deliver on fee for service opportunities and other projects that support the development and sustainability of the ranger group and Traditional Owner aspirations;
8. Assist researchers to engage in approved on-country research with Rangers and other Traditional Owners, and direct research requests through appropriate channels;
9. Ensure high level responsibility taken by rangers for the care, maintenance and safekeeping of equipment and resources used and be ultimately responsible for the group's assets.
10. Ensure compliance with cultural protocols and KLC Policy and Procedures at all times, including the promotion of safe working practices and instruction of Rangers in OH&S policy and procedures;
11. Participate and assist in KLC and Kija events as required, including LSMU meetings, Native Title meetings, regional forums and the KLC AGM;
12. Other duties as directed by LSMU/KLC Management.

SKILLS, QUALIFICATIONS AND EXPERIENCE

Essential

1. Tertiary qualification and/or relevant experience in Environmental/ecology/conservation Science, Anthropology, Social science/community development or other related field;
2. Managing small teams and coordinating on-ground natural and cultural resource management projects, preferably with Indigenous organisations and in arid and remote

regions of Australia;

3. Experience and confidence in working with Aboriginal communities, understanding and knowledge of Aboriginal social/cultural challenges in Northern Australia, community empowerment, training and development;
4. Experience in working independently with minimal supervision in a remote area and demonstrated capacity to remain focused, positive and organised in a challenging work environment;
5. Good communication, negotiation and community consultation skills including ability to work with an advisory group and as a member of a team;
6. Experience in project management including budgeting, planning, grant writing, reporting and acquittals;
7. Proficiency in administration, reporting, computing and Microsoft Office suite.
8. Current valid driver's licence and experience operating vehicles and/or heavy duty machinery in remote off road conditions
9. A Working with Children's Check (WCC) or ability to obtain one.

Desirable

1. Experience working with Indigenous land managers, rangers or IPAs;
2. Technical or trade skills relevant to the ranger program (i.e. construction, fire and weed management, GIS, cultural mapping, plant and animal identification, small engine maintenance);
3. Experience working with community development in a cross-cultural setting.

PERFORMANCE GOALS

- As identified in Individual Performance Plan (IPP)

FURTHER INFORMATION

The Land and Sea Management Unit (LSMU)

The KLC Land and Sea Management Unit is working with Traditional Owners (TO) to look after, manage and take control of their traditional country. The LSMU works in partnership with community organisations, industry and government, and currently manages over 30 project and admin staff, 60 waged Aboriginal Rangers and hundreds of casual staff across the Kimberly region. LSMU projects include on ground conservation projects, cultural heritage site management, recording traditional knowledge and planning for country. The LSMU's activities are a positive way for Kimberley traditional owners to meet their cultural responsibilities and aspirations for managing traditional homelands, protecting and passing knowledge and law onto future generations and creating a sustainable and culturally appropriate economy across Aboriginal lands. Most groups that the LSMU works with have "Healthy Country Plans", developed by local TOs to set the strategic direction for land and sea management over their country for the long term. The realisation of these plans happens through the two main facets of the LSMU; Ranger groups and Indigenous Protected Areas.

Kimberley Ranger Network (KRN)

In 2007 KLC received significant funding which allowed establishment of the Kimberley Ranger Network (KRN). The primary funding for the KRN is the Indigenous Ranger Program (IRP), formerly 'Working on Country' program (WoC). The KRN currently facilitates eight Community-based Ranger groups working across traditional country claimed under Native Title legislation. Ranger groups engage in cultural & natural resource management (CNRM) projects on country, and receive direction from local traditional owners through "Healthy Country Advisory Committees". Ranger groups deliver on annual work plans in their Native Title areas linked closely to 10-year Healthy Country Plans and Indigenous Protected Areas where in place. KLC employs regional program staff to assist groups to develop skills and partnerships to secure increased remote ranger employment opportunities, and provide support for the overall Ranger Network.